# Report of the Governor's Commission on Long Term Caregivers
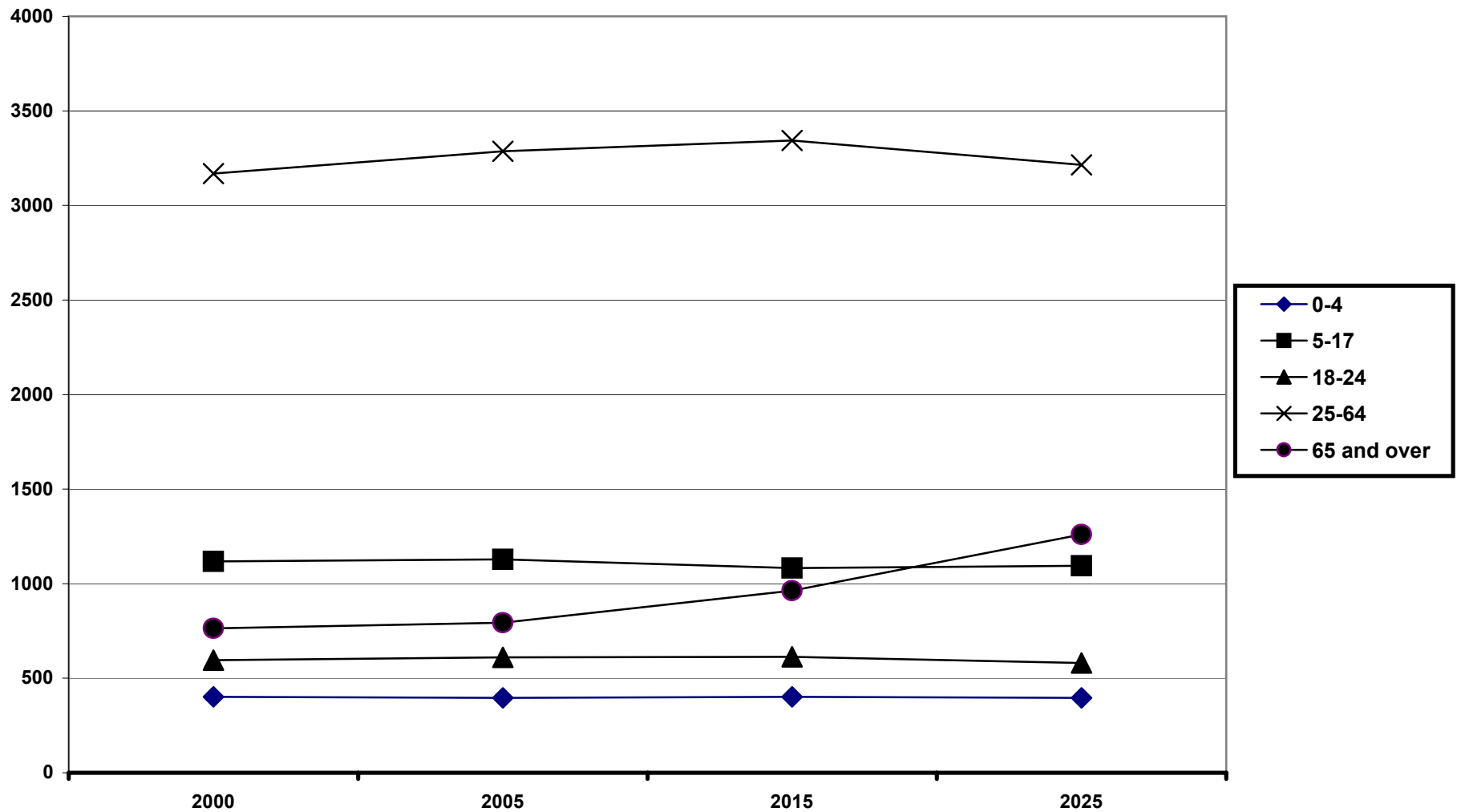
## Appendix C, Chart 1

## Indiana's Projected Population Growth, by Age Group, 2000-2025[1]
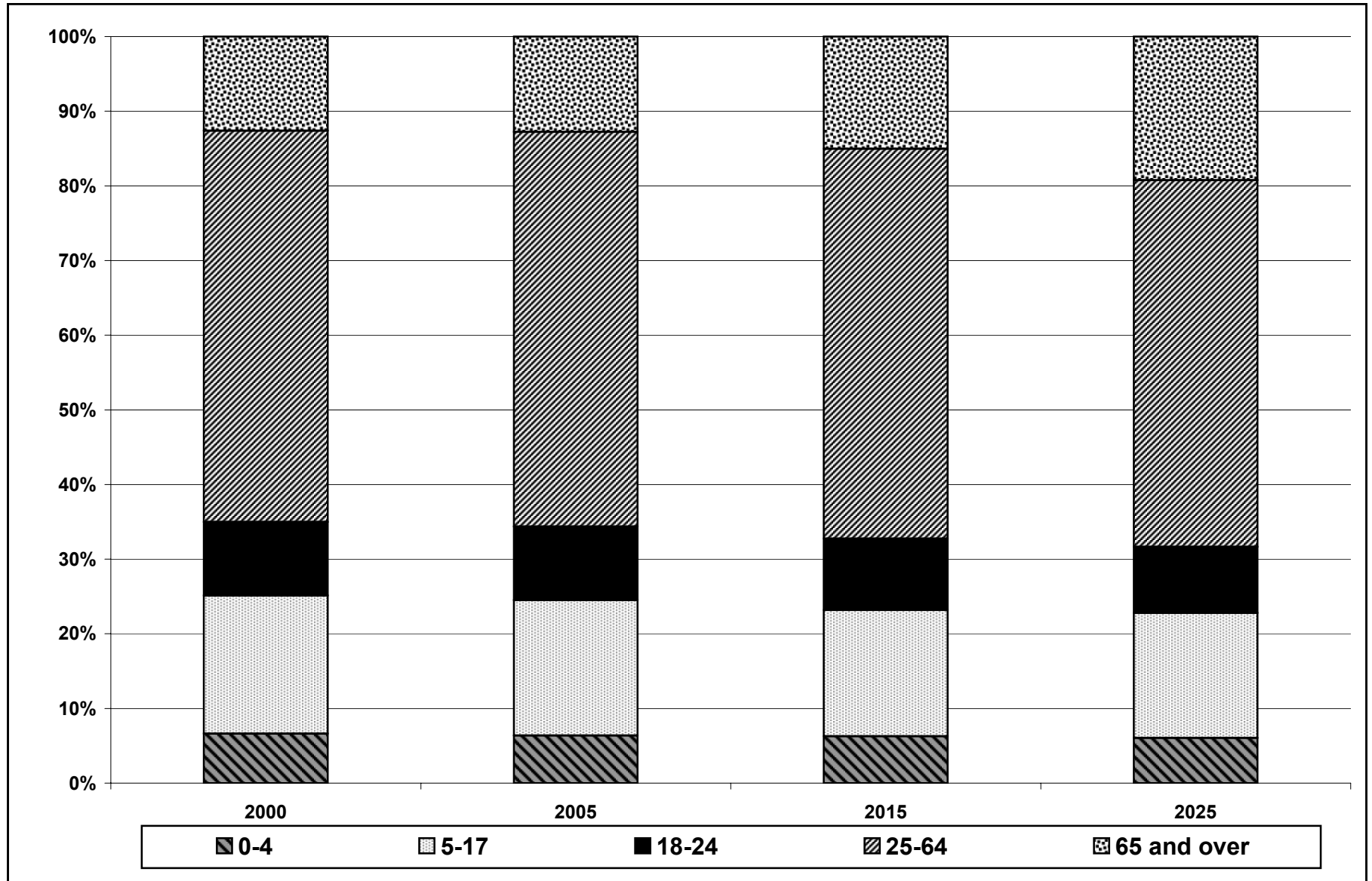


Legend:
- 0-4
- 5-17
- 18-24
- 25-64
- 65 and over

1 Data from the US Bureau of the Census, Series A Projections, as reported in Indiana Health Care Professional Development Commission 2001 Annual Report.

# Report of the Governor's Commission on Long Term Caregivers

## Appendix C, Chart 2

### Indiana's Projected Population Growth, by Proportionate Size of Age Group, 2000-2025[1]



Legend: 0-4 | 5-17 | 18-24 | 25-64 | 65 and over

[1] Data from US Bureau of the Census, Series A Projections, as reported by the Indiana Health Care Professional Development Commission, 2001 Annual Report.

**Appendix D**

**Indiana Counties by Age and Proportion of Population 65 and Older, 2000[1]**

| County | Indiana Rural Designation | 0-4 | 5-17 | 18-64 | 65 and over | Total | % 65 and over |
|---|---|---|---|---|---|---|---|
| Indiana | | 423,215 | 1,151,181 | 3,753,258 | 752,831 | 6,080,485 | 12.4% |
| Adams | R | 2,702 | 7,752 | 18,665 | 4,506 | 33,625 | 13.4% |
| Allen | | 25,440 | 66,511 | 202,138 | 37,760 | 331,849 | 11.4% |
| Bartholomew | | 5,260 | 13,691 | 43,832 | 8,652 | 71,435 | 12.1% |
| Benton | R | 626 | 2,000 | 5,318 | 1,477 | 9,421 | 15.7% |
| Blackford | R | 913 | 2,552 | 8,414 | 2,169 | 14,048 | 15.4% |
| Boone | | 3,354 | 9,701 | 27,602 | 5,450 | 46,107 | 11.8% |
| Brown | R | 791 | 2,695 | 9,548 | 1,923 | 14,957 | 12.9% |
| Carroll | R | 1,368 | 3,930 | 12,061 | 2,806 | 20,165 | 13.9% |
| Cass | | 2,846 | 7,740 | 24,422 | 5,922 | 40,930 | 14.5% |
| Clark | | 6,510 | 16,866 | 61,219 | 11,877 | 96,472 | 12.3% |
| Clay | | 1,743 | 5,187 | 15,614 | 4,012 | 26,556 | 15.1% |
| Clinton | | 2,390 | 6,853 | 19,750 | 4,873 | 33,866 | 14.4% |
| Crawford | R | 680 | 2,068 | 6,638 | 1,357 | 10,743 | 12.6% |
| Daviess | | 2,275 | 6,359 | 16,828 | 4,358 | 29,820 | 14.6% |
| Dearborn | | 3,153 | 9,581 | 28,217 | 5,158 | 46,109 | 11.2% |
| Decatur | | 1,837 | 4,614 | 14,843 | 3,261 | 24,555 | 13.3% |
| DeKalb | | 3,061 | 8,238 | 24,399 | 4,587 | 40,285 | 11.4% |
| Delaware | | 7,009 | 19,239 | 76,532 | 15,989 | 118,769 | 13.5% |
| Dubois | | 2,838 | 8,020 | 23,692 | 5,124 | 39,674 | 12.9% |
| Elkhart | | 14,800 | 37,999 | 110,151 | 19,841 | 182,791 | 10.9% |
| Fayette | | 1,647 | 4,576 | 15,409 | 3,956 | 25,588 | 15.5% |
| Floyd | | 4,603 | 13,685 | 43,799 | 8,736 | 70,823 | 12.3% |
| Fountain | R | 1,191 | 3,520 | 10,449 | 2,794 | 17,954 | 15.6% |
| Franklin | R | 1,540 | 4,687 | 13,154 | 2,770 | 22,151 | 12.5% |
| Fulton | R | 1,348 | 3,986 | 12,025 | 3,152 | 20,511 | 15.4% |
| Gibson | R | 2,091 | 5,969 | 19,394 | 5,046 | 32,500 | 15.5% |
| Grant | | 4,353 | 12,985 | 45,060 | 11,005 | 73,403 | 15.0% |
| Greene | R | 2,070 | 6,129 | 19,898 | 5,060 | 33,157 | 15.3% |
| Hamilton | | 16,578 | 39,683 | 112,820 | 13,659 | 182,740 | 7.5% |
| Hancock | | 3,754 | 10,943 | 34,468 | 6,226 | 55,391 | 11.2% |
| Harrison | | 2,215 | 6,691 | 21,490 | 3,929 | 34,325 | 11.4% |
| Hendricks | | 7,580 | 21,586 | 64,789 | 10,138 | 104,093 | 9.7% |
| Henry | | 3,024 | 8,695 | 29,187 | 7,602 | 48,508 | 15.7% |
| Howard | | 5,978 | 15,770 | 51,880 | 11,336 | 84,964 | 13.3% |
| Huntington | | 2,536 | 7,412 | 22,770 | 5,357 | 38,075 | 14.1% |
| Jackson | | 2,905 | 7,644 | 25,283 | 5,503 | 41,335 | 13.3% |
| Jasper | R | 2,077 | 6,157 | 18,072 | 3,737 | 30,043 | 12.4% |
| Jay | R | 1,590 | 4,295 | 12,717 | 3,204 | 21,806 | 14.7% |
| Jefferson | | 1,966 | 5,759 | 19,818 | 4,162 | 31,705 | 13.1% |
| Jennings | R | 2,069 | 5,556 | 16,982 | 2,947 | 27,554 | 10.7% |
| Johnson | | 8,585 | 22,748 | 71,238 | 12,638 | 115,209 | 11.0% |
| Knox | | 2,299 | 6,702 | 24,226 | 6,029 | 39,256 | 15.4% |
| Kosciusko | | 5,519 | 15,043 | 44,618 | 8,877 | 74,057 | 12.0% |
| LaGrange | R | 3,432 | 8,381 | 19,603 | 3,493 | 34,909 | 10.0% |
| Lake | | 34,639 | 95,158 | 291,533 | 63,234 | 484,564 | 13.0% |
| LaPorte | | 7,116 | 19,886 | 68,192 | 14,912 | 110,106 | 13.5% |
| Lawrence | | 2,983 | 8,291 | 27,860 | 6,788 | 45,922 | 14.8% |
| Madison | | 8,507 | 23,269 | 81,684 | 19,898 | 133,358 | 14.9% |
| Marion | | 63,640 | 158,109 | 543,171 | 95,534 | 860,454 | 11.1% |

* Data from Indiana State Department of Health, based on US Bureau of the Census Data.

**Indiana Counties by Age and Proportion of Population 65 and Older, 2000[1]**

| County | Indiana Rural Designation | 0-4 | 5-17 | 18-64 | 65 and over | Total | % 65 and over |
|--------|---------------------------|-----|------|-------|-------------|-------|---------------|
| Marshall | R | 3,290 | 9,369 | 26,466 | 6,003 | 45,128 | 13.3% |
| Martin | R | 654 | 1,961 | 6,282 | 1,472 | 10,369 | 14.2% |
| Miami | | 2,313 | 7,023 | 22,104 | 4,642 | 36,082 | 12.9% |
| Monroe | | 6,119 | 15,545 | 87,825 | 11,074 | 120,563 | 9.2% |
| Montgomery | | 2,507 | 7,259 | 22,641 | 5,222 | 37,629 | 13.9% |
| Morgan | | 4,804 | 13,349 | 41,436 | 7,100 | 66,689 | 10.6% |
| Newton | R | 902 | 2,945 | 8,849 | 1,870 | 14,566 | 12.8% |
| Noble | R | 3,695 | 9,729 | 27,749 | 5,102 | 46,275 | 11.0% |
| Ohio | R | 330 | 1,067 | 3,453 | 773 | 5,623 | 13.7% |
| Orange | R | 1,301 | 3,659 | 11,478 | 2,868 | 19,306 | 14.9% |
| Owen | R | 1,379 | 4,415 | 13,195 | 2,797 | 21,786 | 12.8% |
| Parke | R | 940 | 3,174 | 10,597 | 2,530 | 17,241 | 14.7% |
| Perry | R | 1,021 | 3,304 | 11,756 | 2,818 | 18,899 | 14.9% |
| Pike | R | 785 | 2,285 | 7,803 | 1,964 | 12,837 | 15.3% |
| Porter | | 9,488 | 28,314 | 93,024 | 15,972 | 146,798 | 10.9% |
| Posey | | 1,718 | 5,673 | 16,307 | 3,363 | 27,061 | 12.4% |
| Pulaski | R | 845 | 2,858 | 7,940 | 2,112 | 13,755 | 15.4% |
| Putnam | R | 2,215 | 6,280 | 23,083 | 4,441 | 36,019 | 12.3% |
| Randolph | R | 1,835 | 5,070 | 16,164 | 4,332 | 27,401 | 15.8% |
| Ripley | R | 1,958 | 5,488 | 15,526 | 3,551 | 26,523 | 13.4% |
| Rush | R | 1,245 | 3,632 | 10,689 | 2,695 | 18,261 | 14.8% |
| Scott | | 1,693 | 4,335 | 14,390 | 2,542 | 22,960 | 11.1% |
| Shelby | R | 2,949 | 8,634 | 26,583 | 5,279 | 43,445 | 12.2% |
| Spencer | | 1,276 | 4,121 | 12,352 | 2,642 | 20,391 | 13.0% |
| St. Joseph | R | 18,673 | 49,616 | 161,169 | 36,101 | 265,559 | 13.6% |
| Starke | R | 1,520 | 4,792 | 13,975 | 3,269 | 23,556 | 13.9% |
| Steuben | R | 2,199 | 6,322 | 20,757 | 3,936 | 33,214 | 11.9% |
| Sullivan | R | 1,223 | 3,689 | 13,773 | 3,066 | 21,751 | 14.1% |
| Switzerland | R | 574 | 1,810 | 5,542 | 1,139 | 9,065 | 12.6% |
| Tippecanoe | | 8,771 | 22,429 | 104,223 | 13,532 | 148,955 | 9.1% |
| Tipton | | 1,013 | 3,131 | 10,022 | 2,411 | 16,577 | 14.5% |
| Union | R | 514 | 1,491 | 4,395 | 949 | 7,349 | 12.9% |
| Vanderburgh | | 10,688 | 29,091 | 105,815 | 26,328 | 171,922 | 15.3% |
| Vermillion | R | 1,050 | 2,941 | 10,143 | 2,654 | 16,788 | 15.8% |
| Vigo | | 6,462 | 17,754 | 66,584 | 15,048 | 105,848 | 14.2% |
| Wabash | | 2,073 | 6,504 | 20,897 | 5,486 | 34,960 | 15.7% |
| Warren | R | 509 | 1,684 | 5,053 | 1,173 | 8,419 | 13.9% |
| Warrick | | 3,445 | 10,629 | 32,644 | 5,665 | 52,383 | 10.8% |
| Washington | R | 1,823 | 5,393 | 16,729 | 3,278 | 27,223 | 12.0% |
| Wayne | | 4,430 | 12,785 | 42,716 | 11,166 | 71,097 | 15.7% |
| Wells | R | 1,835 | 5,703 | 16,171 | 3,891 | 27,600 | 14.1% |
| White | R | 1,619 | 4,905 | 14,996 | 3,747 | 25,267 | 14.8% |
| Whitley | | 2,101 | 6,112 | 18,490 | 4,004 | 30,707 | 13.0% |

* Data from Indiana State Department of Health, based on US Bureau of the Census Data.

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## Appendix E

## Secondary Vocational Program Enrollments by CIP Code Area and Year of Enrollment

| CIP Code | | YR 01-02 | YR 00-01 | YR 99-00 | YR 98-99 | YR 97-98 | YR 96-97 | YR 95-96 | YR 94-95 |
|---|---|---|---|---|---|---|---|---|---|
| 200401 | Inst. Food Wkr/Admn | 983 | 729 | 853 | 853 | 737 | 788 | 782 | 772 |
| 200601 | Custod.Hsk/Hm Serv Wkr/Man | 120 | 0 | 6 | 6 | 0 | 0 | 0 | 27 |
| 200602 | Elder Care Prov/Companion | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 260699 | Misc. Bio Specialization | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 510301 | Community Hlth Services | 80 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 510601 | Dental Asst. | 257 | 167 | 138 | 138 | 157 | 169 | 106 | 104 |
| 510603 | Dental Lab Asst. | 29 | 2 | 4 | 4 | 4 | 6 | 8 | 4 |
| 510801 | Medical Asst. | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 510802 | Medical Lab Asst. | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 510805 | Pharmacy Tech/Asst. | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 510806 | Phys. Therapist Asst. | 53 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 510808 | Veterinary Asst. | 41 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 510904 | Emerg. Med. Tech. | 46 | 29 | 0 | 0 | 16 | 10 | 23 | 30 |
| 510909 | Surg./Op. Rm. Tech. | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 511101 | Pre-dentistry Studies | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 511103 | Pre-pharmacy Studies | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 511614 | Nursing Asst./Aide | 1,695 | 1,647 | 2,033 | 2,033 | 2,017 | 2,035 | 1,864 | 2,049 |
| 519999 | Hlth. Prof. & Related Sci. | 697 | 553 | 322 | 322 | 76 | 93 | 41 | 0 |
| | Totals | 4,054 | 3,127 | 3,356 | 3,356 | 3,007 | 3,101 | 2,824 | 2,986 |

* Based on data from the Indiana Department of Workforce Development

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## Appendix F

## Indiana Registered Nurses (RNs) by Setting, Highest Degree, Age, and Location of Basic Nursing Education*

| Highest Nursing Degree | Acute Care RNs | | Home Care & Hospice RNs | | LTC RNs | | All Other Indiana RNs | | All Indiana RNs | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Number | % | Number | % | Number | % | Number | % | Number | % |
| Diploma | 4,098 | 18.3% | 684 | 19.5% | 771 | 24.2% | 2,568 | 27.0% | 8,121 | 21.0% |
| Associate | 10,166 | 45.3% | 1,750 | 49.9% | 1,807 | 56.7% | 3,354 | 35.2% | 17,077 | 44.2% |
| Bachelor's | 7,528 | 33.5% | 988 | 28.2% | 580 | 18.2% | 2,571 | 27.0% | 11,667 | 30.2% |
| Master's | 642 | 2.9% | 78 | 2.2% | 27 | 0.8% | 943 | 9.9% | 1,690 | 4.4% |
| Doctorate | 8 | 0.04% | 4 | 0.1% | 0 | 0.0% | 82 | 0.9% | 94 | 0.2% |
| Totals | 22,442 | 100.0% | 3,504 | 100.0% | 3,185 | 100.0% | 9,518 | 100.0% | 38,649 | 100.0% |

Missing: 72

| Age | Acute Care RNs | | Home Care & Hospice RNs | | LTC RNs | | All Other Indiana RNs | | All Indiana RNs | |
|---|---|---|---|---|---|---|---|---|---|---|
| 30 or younger | 3,117 | 14.0% | 275 | 8.0% | 394 | 12.5% | 590 | 6.3% | 4,376 | 11.5% |
| 31-44 | 10,921 | 49.2% | 1,681 | 48.6% | 1,189 | 37.7% | 3,697 | 39.4% | 17,488 | 45.8% |
| 45-54 | 5,833 | 26.3% | 1,053 | 30.5% | 913 | 29.0% | 3,200 | 34.1% | 10,999 | 28.8% |
| 55-64 | 2,108 | 9.5% | 375 | 10.8% | 531 | 16.8% | 1,644 | 17.5% | 4,658 | 12.2% |
| 65 or older | 214 | 1.0% | 73 | 2.1% | 125 | 4.0% | 253 | 2.7% | 665 | 1.7% |
| Totals | 22,193 | 100.0% | 3,457 | 100.0% | 3,152 | 100.0% | 9,384 | 100.0% | 38,186 | 100.0% |

Missing: 535

| Location of Basic Nursing Education | Acute Care RNs | | Home Care & Hospice RNs | | LTC RNs | | All Other Indiana RNs | | All Indiana RNs | |
|---|---|---|---|---|---|---|---|---|---|---|
| Indiana | 17,851 | 79.5% | 2,668 | 76.3% | 2,380 | 74.6% | 7,159 | 75.1% | 30,058 | 77.7% |
| Other US State | 4,411 | 19.6% | 801 | 22.9% | 734 | 23.0% | 2,298 | 24.1% | 8,244 | 21.3% |
| Canada | 31 | 0.1% | 10 | 0.3% | 9 | 0.3% | 24 | 0.3% | 74 | 0.2% |
| Other Country | 160 | 0.7% | 17 | 0.5% | 69 | 2.2% | 53 | 0.6% | 299 | 0.8% |
| Totals | 22,453 | 100.0% | 3,496 | 100.0% | 3,192 | 100.0% | 9,534 | 100.0% | 38,675 | 100.0% |

Missing: 46

* Based on data from the Indiana Health Care Professional Development Commission, 1997 Indiana Registered Nurse Survey

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## Appendix G

### New LPNs and RNs by Year and Method of Licensure
### (Exam or Endorsement), 1990-2001*

| **LPNs** | | | | **RNs** | | |
|---|---|---|---|---|---|---|
| Year | Lic. by Exam. | Lic. by Endors. | Total | Lic. by Exam. | Lic. by Endors. | Total |
| 1990 | 896 | 451 | 1,347 | 1,897 | 1,644 | 3,541 |
| 1991 | 1,105 | 397 | 1,502 | 1,884 | 1,567 | 3,451 |
| 1992 | 1,314 | 372 | 1,686 | 2,105 | 1,536 | 3,641 |
| 1993 | 1,419 | 458 | 1,877 | 2,285 | 1,738 | 4,023 |
| 1994 | 1,353 | 412 | 1,765 | 2,776 | 1,598 | 4,374 |
| 1995 | 1,382 | 411 | 1,793 | 2,605 | 1,712 | 4,317 |
| 1996 | 1,297 | 400 | 1,697 | 2,602 | 1,606 | 4,208 |
| 1997 | 1,131 | 355 | 1,486 | 2,394 | 1,492 | 3,886 |
| 1998 | 1,162 | 369 | 1,531 | 2,011 | 1,403 | 3,414 |
| 1999 | 991 | 304 | 1,295 | 1,875 | 1,278 | 3,153 |
| 2000 | 986 | 341 | 1,327 | 1,691 | 1,414 | 3,105 |
| 2001 | 964 | 326 | 1,290 | 1,696 | 1,494 | 3,190 |

**\*** Based on data from Indiana Health Professions Bureau.

# Report of the Governor's Commission on Long Term Caregivers

## Appendix H, Indiana BSN Programs, Long Term Care Curriculum and Program Capacity, 2002[1]

| Questions | IU-East (Richmond) | IU-Koko | IU-NW (Gary) | IUPUI | IU-SB | IU-SE New Albany | Purdue-Cal | Purdue-WL | Ball State | ISU | Anderson U. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1) Is LTC nursing curriculum a required part of the classroom hours for the program? | Y | N-Integrated throughout | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| 2) In which years does LTC curriculum occur? | 2, 3, 4 | | 2, 4 | 2, 3, 4 | 2 | 2 | 3, 4 | 2 | 2, 3, 4 | 2 | 2, 3, 4 |
| 3) Is LTC nursing curriculum a required part of the clinical hours for the program? | N | N | Y | N | Y | Y | Y | Y | Y | Y | Y |
| 4) In which years does LTC clinical experience occur? | | | 2, 4 | | 2 | 2 | 4 | 2 | 2 | 2 | 2, 3, 4 |
| 5) Is LTC nursing experience part of selective/elective clinical hours? | N | N | Y | Y | Y | N | | Y | N | Y | N |
| 6) If yes, in which years does the LTC selective/elective occur? | N/A | N/A | 4 | 4 | 3, 4 | N/A | | 3, 4 | N/A | 4 | N/A |
| 7) Does program incorporate a clinical experience in home health care (required or other)? | N | Y | Y | Y | N | Y | Y | Y | Y | Y | Y |
| 8) Is home health care experience required, selective/elective, or both? | N/A | Sel/El | Req & Sel/El | Sel/El | N/A | Req | Req | Req | Req | Req & Sel/El | Req & Sel/El |
| 9) In what years is home health care experience required? | | | 4 | | | 3 or 4 | 4 | 4 | 3-4 | 3 | 4 |
| 10) If home care experience is selective/elective, in what year(s) does it occur? | N/A | 2, 3, 4 | 4 | 2, 3, 4 | N/A | N/A | N/A | N/A | N/A | 4 | 4 |
| 11) Does program use a LTC setting to teach basic nursing skills? | N | N | Y | N | Y | Y | N | Y | Y | Y | Y |
| 12) Filling all slots? | N | Y | N | Y | Y | N | Y | Y | Sometimes | N | N |
| 13) Waiting list of qualified candidates? | N | Y | N | N[2] | N | N | N | Y | | N | N |
| 14) How many on waiting list? | | 50 | | | | | | 20-30 | | | |
| 15) # of admitted classes/year? | 1 | 1 | 1 | 2 | 2 | 1 | 2 | | 2 | 2 | 1 |
| 16) Months of admission | Aug | July | Aug | Aug, Jan | Aug, Jan | Aug | Jan, Aug | Jan, Aug | Aug, Jan | Aug, Jan | Sept |
| 17) How many per admitted class? | 40 | 30-40 | 35 | Aug-163[4] Jan-108 | 30 | 45 | Jan-34-38 Aug-62-100 | 120-137 | <= 60 | <= 100 | 40 |
| **18) Resources needed** | | | | | | | | | | | |
| More academic faculty | | Y | Y | Y | Y | Y | | Y | Y | Y | |
| More clinical faculty | | Y | | Y | Y | Y | Y | Y | Y | Y | |
| More classroom space | | | | Y | | | | | Y | Y | |
| More lab space | | | | Y | | | Y | | Y | Y | |
| More clinical training locations | | Y | | Y | Y | Y | | Y | Y | Y | |
| Greater variety of clinical training locations | | Y | | Y | | Y | | Y | | | |
| More student financial aid | | Y | | Y | Y | | | | Y | Y | |
| Other | | | | | | | | | | | |
| 19) Offer a part-time option? | N | N | N | N | Y | N | Very limited | Y | Y | Y | Y |
| 20) If no, would like to offer part-time option? | Y | N | Y | N | | N | Y | | | | |
| 21) Offer 2+2 type option for ASN/ADNs? | Y | Y | Y | Y | Y | Y | Y | Y | Y | Y | N |
| 22) If no, would like to offer 2+2 type option? | | | | | | | | | | | N |

[1] Based on COC survey data.

[2] Excess candidates but no waiting list maintained

[3] "Geriatrics-aging, NOT long term care"

[4] Includes IU-Bloomington

[5] For students with bachelor's in another field

**Appendix H, Indiana BSN Programs, Long Term Care Curriculum and Program Capacity, 2002[1]**

| Questions | Bethel College | Goshen College | IWU | St. Mary's College | U of Evansville | U of Indianapolis | USF | USI | Valparaiso U. |
|---|---|---|---|---|---|---|---|---|---|
| 1) Is LTC nursing curriculum a required part of the classroom hours for the program? | Y | Y | Y | Y | Y | Y | Y[3] | Y | Y |
| 2) In which years does LTC curriculum occur? | 2 | 3 | 2 | 2 | 3 | 2, 3, 4 | 2, 3 | 1, 4 | 4 |
| 3) Is LTC nursing curriculum a required part of the clinical hours for the program? | N | Y | Y | N | Y | Y | Y[3] | Y | Y |
| 4) In which years does LTC clinical experience occur? | N/A | 3 | 2 | N/A | 2 | 2, 3, 4 | 2 | 1, 4 | 4 |
| 5) Is LTC nursing experience part of selective/elective clinical hours? | N | N | N | N | N | Y | Y | Y | N |
| 6) If yes, in which years does the LTC selective/elective occur? | N/A | N/A | N/A | N/A | N/A | 4 | 2 | 4 | N/A |
| 7) Does program incorporate a clinical experience in home health care (required or other)? | N | Y | Y | Y | Y | N | N | Y | Y |
| 8) Is home health care experience required, selective/elective, or both? | N/A | Req | Sel/El | Req | Sel/El | N/A | N/A | Req | Req |
| 9) In what years is home health care experience required? | | 4 | | 4 | | | | 4 | 4 |
| 10) If home care experience is selective/elective, in what year(s) does it occur? | N/A | N/A | 3 | N/A | 2, 3 | N/A | N/A | N/A | N/A |
| 11) Does program use a LTC setting to teach basic nursing skills? | N | N | Y | N | Y | Y | Y | Y | N |
| 12) Filling all slots? | N | N | N | Y | N | N | Y | Y | N |
| 13) Waiting list of qualified candidates? | N | N | N | N | N | N | N | Y | N |
| 14) How many on waiting list? | | | | | | | | 10 | |
| 15) # of admitted classes/year? | 1 | 1 | 2 | Other | 1 | 1 | 1 | 1 | 3 |
| 16) Months of admission | Sept | April | Sept, Jan | March (Trad) May (Accel)[5] | Aug | Aug | Aug | Aug | Fall, Spring, Summer |
| 17) How many per admitted class? | 20 | 15-24 | 72-86 | March-30 May-9 | 15-20 | 75 | 45-50 | 70 | Depends on type of program. |
| 18) Resources needed | | | | | | | | | |
| More academic faculty | | | | Y | | | Y | Y | |
| More clinical faculty | | | Y | Y | | | Y | Y | |
| More classroom space | | | | | | | | | |
| More lab space | | | | | | | | | |
| More clinical training locations | | | | | | | Y | Y | |
| Greater variety of clinical training locations | | | | | | | | | |
| More student financial aid | Y | | | Y | | | | | Y |
| Other | | | | | | | | | More students interested in nursing. |
| 19) Offer a part-time option? | Y | N | Y | N | N | N | N | Y | Y |
| 20) If no, would like to offer part-time option? | | | | N | Y | N | N | | |
| 21) Offer 2+2 type option for ASN/ADNs? | Y | Y | Y | N | N | | Y | Y | Y |
| 22) If no, would like to offer 2+2 type option? | | | | N | N | | | | |

[1] Based on COC survey data.

[2] Excess candidates but no waiting list maintained

[3] "Geriatrics-aging, NOT long term care"

[4] Includes IU-Bloomington

[5] For students with bachelor's in another field

# Report of the Governor's Commission on Long Term Caregivers

## Appendix I, Indiana ASN/ADN Programs, Long Term Care Curriculum and Program Capacity, 2002[1]

| Questions | IU-East (Richmond) | IU-Koko | IU-NW (Gary) | IPFW Parkview Dept. of Nursing | IUPUI (Suspending ASN adm. after Spring 03) | IT-Bloom | IT-Evansville | IT-NW (Gary) | IT-Indy | IT-Laf | IT-Mad | IT-Muncie |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1) Is LTC nursing curriculum a required part of the classroom hours for the program? | N | N | N | Y | Y | Y | N | N[2] | N | N | N | N |
| 2) Is LTC nursing curriculum a required part of the clinical hours for the program? | Y | N | Y | Y | N | Y | N | N | Y | Y | N | Y |
| 3) Is LTC nursing experience part of selective/elective clinical hours? | N | N | N | N | Y | N | Y | N | N | N | N | N |
| 4) Does program incorporate a clinical experience in home health care (required or other)? | N | N | N | Y | Y | N | Y | N | N | N | Y | N |
| 5) Is home health experience required, selective/elective, or both? | N/A | N | N/A | Sel/El | Sel/El | N/A | Sel/El | N/A | N/A | N/A | Required | N/A |
| 6) Does program use a LTC setting to teach basic nursing skills? | Y | N | Y | Y | N | Y | Y | N | Y | Y | Y | Y |
| 7) Filling all slots? | Y | Y | Y | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| 8) Waiting list of qualified candidates? | Y | N | Y | Y | N[5] | N[4] | Y | N | Y | N[4] | N | N[4,5] |
| 9) How many on waiting list? | 5 | | 5-10 | 25-30 | | | 61 | | 7 | | | |
| 10) # of admitted classes/year? | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 |
| 11) Months of admission | Aug | Aug | Aug | May, Dec | Aug, June | May, Aug | Aug | May | Aug (Trad) May (Trans) | Aug (Trad) Jan (Trans.) | Aug | Aug (Trad) May (Trans) |
| 12) How many per admitted class? | 20 | 80-90 | 50-70 | 76 | 40 | May-20 Aug-34-36 | 40 | 20-30 | 60 (Trad) 20 (Trans) | 30 (Trad) 20 (Trans) | 30-36 | 20 (Trad)  20 (Trans) |
| 13) Resources needed | | | | | | | | | | | | |
| More academic faculty | Y | | Y | Y | | | Y | | Y | Y | | Y |
| More clinical faculty | Y | | Y | Y | | | Y | | Y | Y | | Y |
| More classroom space | | | | Y | | | Y | | Y | | | Y |
| More lab space | | | Y | Y | | | Y | | Y | | | Y |
| More clinical training locations | Y | | | Y | | | Y | | Y | Y | | Y |
| Greater variety of clinical training locations | | | | | | | | | | | | |
| More student financial aid | | | | | | | | | | | | |
| Other | | | | | | | | | | | | |
| 14) Offer a part-time option? | N | N | N | Y | N | N | N | N | N | N | N | Not formally |
| 15) If no, would like to offer part-time option? | N | N | Y | | N | N | N | N | Possibly | N | N | |
| 16) Offer 1+1 type option for LPNs? | N | Y | Y | Y | N | Y | Y | Y | Y | Y | Y | Y |
| 17) If no, would like to offer 1+1 type option? | N | | | | N | | | | | | | |

[1] Data from COC survey.

[2] Transitional LPN to ADN prog.; LTC done in LPN program.

[3] Inpatient and outpatient units for child health and mental health.

[4] Put into next applicant pool or reapply.

[5] Excess but no wait list.

**Appendix I, Indiana ASN/ADN Programs, Long Term Care Curriculum and Program Capacity, 2002[1]**

| Questions | IT-Rich | IT-Sellers | IT-SB | Marian College | Purdue-Calumet | Purdue-Westville | St. Eliz.-Laf | U of Indi | Bethel Col | ISU | USF | Vincennes-Vincennes | Vincennes-Jasper |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1) Is LTC nursing curriculum a required part of the classroom hours for the program? | N[2] | N | N | Y | N | Y | No Resp. | Y | Y | N | N | N | Y |
| 2) Is LTC nursing curriculum a required part of the clinical hours for the program? | N | Y | Y | Y | N | Y | No Resp. | Y | Y | Y | Y | N | Y |
| 3) Is LTC nursing experience part of selective/elective clinical hours? | N | N | N | N | N | N | No Resp. | N | N | N | N | N | N |
| 4) Does program incorporate a clinical experience in home health care (required or other)? | Y | N | N | N | N | Y | No Resp. | N | Y | Y | N | N | Y |
| 5) Is home health experience required, selective/elective, or both? | Required | N/A | N/A | Y | N/A | Sel/El | No Resp. | N/A | Required | Required | N/A | N/A | Required |
| 6) Does program use a LTC setting to teach basic nursing skills? | N | N | Y | Y | N | Y | No Resp. | Y | Y | Y | Y | Y | Y |
| 7) Filling all slots? | Y | Y | Y | Y | Y | Y | No Resp. | Y | N | Y | Y | Y | Y |
| 8) Waiting list of qualified candidates? | Y | N[5] | Y | Y | Y | Y | No Resp. | N | N | Y | Y | Y | Y |
| 9) How many on waiting list? | 15 | 155 apps. For 40 places. | 6 | 2 | 14 | Varies | No Resp. | | | Unsure | 10 | 8 | 10 |
| 10) # of admitted classes/year? | 1 | 2 | 1 | 1 | 2 | 2 | No Resp. | 1 | 1 | 1 | 2 | 1 | 1 |
| 11) Months of admission | Feb | Aug (Trad) Jan (Trans) | Aug | Aug | Jan, Aug | Jan, Aug | No Resp. | Aug | Sept | Aug | Aug, Jan | Aug | Aug |
| 12) How many per admitted class? | 30 | 40 (Trad) 30 (Trans) | 40 | 30-40 | 40-60 | 50 | No Resp. | 48 | 50 | 50 | 45 | Up to 120 | |
| 13) Resources needed | | | | | | | No Resp. | | | | | | |
| More academic faculty | Y | Y | Y | | | Y | | | | Y | Y | Y | Y |
| More clinical faculty | Y | Y | Y | Y | Y | Y | | | | Y | Y | Y | Y |
| More classroom space | Y | Y | Y | | | Y | | | | Y | | | |
| More lab space | Y | Y | | | Y | Y | | | | Y | | | |
| More clinical training locations | Y | Y | Y | | | Y | | | | Y | Y[3] | | |
| Greater variety of clinical training locations | | | Y | | | | | | | Y | | Y | Y |
| More student financial aid | | | | | Y | | | | | | Y | | |
| Other | | Technology: comp. lab, laptops, etc. | | | | | | | | | | | |
| 14) Offer a part-time option? | N | N | N | N | Y | Y | No Resp. | Y | Y | N | Y | Y | Y |
| 15) If no, would like to offer part-time option? | N | Y | Y | N | | | No Resp. | | | | Y | | |
| 16) Offer 1+1 type option for LPNs? | Y | Y | Y | Y | Y | Y | No Resp. | Y | Y | Y | Y | Y | Y |
| 17) If no, would like to offer 1+1 type option? | | | | | | | No Resp. | | | | | | |

[1] Data from COC survey.

[2] Transitional LPN to ADN prog.; LTC done in LPN program.

[3] Inpatient and outpatient units for child health and mental health.

[4] Put into next applicant pool or reapply.

[5] Excess but no wait list.

**Appendix J, Indiana LPN Programs, Long Term Care Curriculum and Program Capacity, 2002[1]**

| Questions | IT-Anderson | IT-Bloom | IT-Col | IT-Evans | IT-FW | IT-Gary | IT-Greencastle | IT-Indi | IT-Koko | IT-Laf | IT-Mad | IT-Muncie |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1) Is LTC nursing curriculum a required part of the classroom hours for the program? | Y | Y | Y | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| 2) Is LTC nursing curriculum a required part of the clinical hours for the program? | Y | Y | Y | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| 3) Is LTC nursing experience part of selective/elective clinical hours? | N | N | Y | N | N | N | N | N | N | N | N | N/A |
| 4) Does program incorporate a clinical experience in home health care (required or other)? | N | N | N | Y | Y | Y | N | N | N | N | N | N |
| 5) Is home health care experience required, selective/elective, or both? | N/A | N/A | N/A | Sel/El | Req | Sel/El | N/A | N/A | N/A | N/A | N/A | N/A |
| 6) Does program use a LTC setting to teach basic nursing skills? | Y | Y | Y | N | Y | Y | Y | N | Y | Y | Y | Y |
| 7) Filling all slots? | Y | Y | Y | Y | Y | Y | Y | Y | Y | No Resp. | Y | Y |
| 8) Waiting list of qualified candidates? | Y | N[3] | Y | Y | Y | N | N | Y | Y | No Resp. | N | N[3] |
| 9) How many on waiting list? | 30 | | 157 | 6 | 34 | | | 100+ | 30+ | No Resp. | | 35 |
| 10) # of admitted classes/year? | 1 | 2 | 2 | 1 | 3 | 2 | 1 | 2 | 1 | No Resp. | 1 | 2 |
| 11) Months of admission | Aug | Aug, Jan | Aug-FT/PT Jan-FT | Aug | Aug-FT/PT Jan-FT/PT May-PT | Aug, Jan | Aug | Aug, Jan | May | No Resp. | Aug | Jan, May |
| 12) How many per admitted class? | 40 | 40-50 | FT-50 PT-30 | 55 | FT=88 PT=24 | 30 | 30 | 80 | 60 | No Resp. | 70 | Jan-30, May-40-50 |
| **13) Resources needed** | | | | | | | | | | No Resp. | | |
| More academic faculty | Y | Y | Y | Y | Y | Y | | Y | Y | | | Y |
| More clinical faculty | Y | Y | Y | Y | Y | | | | Y | | | Y |
| More classroom space | Y | Y | Y | Y | | | | Y | Y | | | |
| More lab space | Y | Y | Y | Y | Y | | | Y | Y | | | |
| More clinical training locations | Y | Y | Y | Y[2] | | | | | | | | Y |
| Greater variety of clinical training locations | Y | | | | | | | | | | | Y |
| More student financial aid | | | | | | | | | | | | |
| Other | | | Y[5] | Y[4] | | | | | | | | |
| 14) Offer a part-time option? | N | N | Y | N | Y | Y | N | N | Y-pending | No Resp. | N | Y |
| 15) If no, would like to offer part-time option? | Y | N | | Undecided | | | Y | | | No Resp. | N | |
| 16) Offer 1+1 type option for CNAs? | N | Y | N | N | N | Y | N | N | N-in devel. | No Resp. | N | N |
| 17) If no, would like to offer 1+1 type option? | N | | N | Y | | | | N | Y | No Resp. | N | N |

[1] Data from COC survey.

[2] Or staff and students willing to work evenings or weekend hours.

[3] Put into next applicant pool or reapply.

[4] Child care availability.

[5] More state support for faculty salaries.

# Report of the Governor's Commission on Long Term Caregivers

## Appendix J, Indiana LPN Programs, Long Term Care Curriculum and Program Capacity, 2002[1]

| Questions | IT-Rich | IT-Sellers | IT-SB | IT-TH | IT-Valpo | Vincennes-Jasper | Vincennes-Vincennes | J.Ev.Light | Marion Com Schl | Olympia College |
|---|---|---|---|---|---|---|---|---|---|---|
| 1) Is LTC nursing curriculum a required part of the classroom hours for the program? | Y | Y | Y | Y | Y | Y | Y | Y | No Resp. | No Resp. |
| 2) Is LTC nursing curriculum a required part of the clinical hours for the program? | Y | Y | Y | Y | Y | Y | Y | Y | No Resp. | No Resp. |
| 3) Is LTC nursing experience part of selective/elective clinical hours? | N | N | N | N | N | N | N | Y | No Resp. | No Resp. |
| 4) Does program incorporate a clinical experience in home health care (required or other)? | Y | Y | N | Y | Y | N | Y | Y | No Resp. | No Resp. |
| 5) Is home health care experience required, selective/elective, or both? | Required | Required | N/A | Sel/El | Sel/El | N/A | Required | Sel/El | No Resp. | No Resp. |
| 6) Does program use a LTC setting to teach basic nursing skills? | Y | Y | Y | Y | N | Y | N | Y | No Resp. | No Resp. |
| 7) Filling all slots? | Y | Y | Y | Y | Y | Y | Y | Y | No Resp. | No Resp. |
| 8) Waiting list of qualified candidates? | Y | N[3] | Y | Y | Y | Y | Y | Y | No Resp. | No Resp. |
| 9) How many on waiting list? | 46 | | 15 | >20 | 40 | 10 | 2 | <10 | No Resp. | No Resp. |
| 10) # of admitted classes/year? | 1 | 1 | 2 | 2 | 3 | 1 | 1 | 1 | No Resp. | No Resp. |
| 11) Months of admission | May | Aug | Aug, Jan | Aug, Jan | Aug-FT, Jan-FT, Aug-PT | Aug | Aug | Aug | No Resp. | No Resp. |
| 12) How many per admitted class? | 60 | 65-75 | 60 | 55-65 | FT-45 PT-30 | 10 | 40 | 60 | No Resp. | No Resp. |
| **13) Resources needed** | | | | | | | | | No Resp. | No Resp. |
| More academic faculty | Y | | | Y | Y | Y | | Y | | |
| More clinical faculty | Y | | Y | Y | Y | Y | | Y | | |
| More classroom space | Y | | Y | Y | Y | | | Y | | |
| More lab space | Y | | | Y | Y | | | Y | | |
| More clinical training locations | | | Y | Y | | Y | Y | Y | | |
| Greater variety of clinical training locations | | | | Y | | | | | | |
| More student financial aid | | | | | | | | | | |
| Other | | | | | | | | | | |
| 14) Offer a part-time option? | N | N | Y | N | Y | N | N | N | No Resp. | No Resp. |
| 15) If no, would like to offer part-time option? | N | N | | N | | N | Possibly | N | No Resp. | No Resp. |
| 16) Offer 1+1 type option for CNAs? | N | N | N | N | N | N | N | N | No Resp. | No Resp. |
| 17) If no, would like to offer 1+1 type option? | N | N | Y | N | Y | N | | N | No Resp. | No Resp. |

[1] Data from COC survey.

[2] Or staff and students willing to work evenings or weekend hours.

[3] Put into next applicant pool or reapply.

[4] Child care availability.

[5] More state support for faculty salaries.

# Report of the Governor's Commission on Long Term Caregivers

## Appendix K

## New Certified Nurse Aides (CNAs), Qualified Medication Aides (QMAs), and Registered Home Health Aides (HHAs), by Year of Initial Registration, 1997-2002[1]

| Year | New CNAs | New QMAs | New HHAs |
|---|---|---|---|
| 1997 | 7,419 | 280 | |
| 1998 | 6,536 | 239 | |
| 1999 | 6,085 | 328 | |
| 2000 | 6,070 | 255 | 5,204 |
| 2001 | 6,579 | 342 | 1,788 |
| 2002[2] | 2,435 | 204 | 735 |
| Current Active Registrants | 32,082 | 20,607 | 5,731 |
| With Finding | 567 | | |

[1] Based on data from the Indiana State Department of Health.
[2] 2002 figures are as of May 23, 2002.

# Report of the Governor's Commission on Long Term Caregivers

## Appendix L, Home Care Providers and Home Health Care Providers:  Profile of Services, Professions Used, and Payment Sources, 2002[1]

| | Unlicensed Entity | State Licensed | Medicaid Certified Only (Requires that agency be state licensed as well.)[2] | Dually Certified (Medicare & Medicaid) (Requires that agency be state-licensed as well.) |
|---|---|---|---|---|
| | Home Care | Home Health Care Services | Home Health Care Services | Home Health Care Services |
| **Number** | **Unknown Number** | **72** | **11** | **160** |
| **Services Provided** | Cannot provide skilled services. Can provide unskilled services, including housekeeping, grocery shopping, personal shopping, bill assistance, errands, companion services, reading, writing letters,etc., in other words, any service that does **not require a skill**, as defined by Indiana law. | Skilled nursing services, Therapy Services, Social Services, and Unskilled Services. Other services may be offered, including dietitian, community services, health screens, yard work, bill assistance, etc. | Skilled nursing services, Therapy Services, Social Services, Unskilled Services.  Other services may be offered, including dietitian, community services, health screens, yard work, bill assistance, etc.  **These agencies are governed by the Medicare Conditions of Participation (COPs), which require that certain types of personnel be used for particular services.** | Skilled nursing services, Therapy Services, Social Services, Unskilled Services.  Other services may be offered, including dietitian, community services, health screens, yard work, bill assistance, etc.  **These agencies are governed by the Medicare Conditions of Participation (COPs), which require that certain types of personnel be used for particular services.** |
| **Types of Professionals** | Homemaker, Companions, Personal Care Attendants, Domestic engineers | **Unskilled services**: personal care attendant, homemaker, companion, registered home health aide. **Skilled nursing services:** registered home health aide, LPN, RN.  **Therapy services:** occupational therapist/occupational therapy assistant; physical therapist/physical therapist assistant, speech language pathologist, and other therapists.  Aides may assist a client if instructed by the client. **Social services:** clinical social worker, social worker and social work assistant. | Other than homemaker services, companion services, and some personal attendant services, **unskilled services** for Medicaid cases must be provided by a registered home health aide (including personal care attendant services), and **skilled services** for Medicaid cases must be provided by appropriate types of skilled personnel based on the Medicare COPs. **Skilled nursing services:** registered home health aide, LPN, RN.  **Therapy services:** occupational therapist/occupational therapy assistant; physical therapist/physical therapist assistant, speech language pathologist, and other therapists.  **Social services:** clinical social worker, social worker and social work assistant. | Other than homemaker services, companion services, and some personal attendant services, **unskilled services** for Medicaid and Medicare cases must be provided by a registered home health aide (including personal care attendant services), and **skilled services** for Medicaid and Medicare cases must be provided by appropriate types of skilled personnel based on the Medicare COPs.  **Skilled nursing services:** registered home health aide, LPN, RN. **Therapy services:** occupational therapist/occupational therapy assistant; physical therapist/physical therapist assistant, speech language pathologist, and other therapists.  **Social services:** clinical social worker, social worker and social work assistant. |
| **Payment Sources** | Private pay, private Insurance, Medicaid waiver for unskilled cases <u>only</u>, CHOICE | Private-pay, private insurance, Medicaid waiver for cases requiring unskilled care only, CHOICE | Private pay, private insurance, Medicaid (both skilled and unskilled cases), Medicaid waiver, CHOICE | Private pay, private insurance, Medicare, Medicaid, Medicaid waiver (both skilled and unskilled cases), CHOICE |
| **Restrictions** | No hands-on except minimal assistance with personal care.  Cannot take skilled Medicaid waiver cases or traditional Medicaid cases. | Cannot take Medicaid waiver cases requiring skilled care or traditional Medicaid cases.  Cannot take Medicare cases. | Non-Medicaid cases may utilize different personnel than those required for Medicaid cases. | Non-Medicare and non-Medicaid cases may utilize different personnel than those required for Medicare and Medicaid cases. |

[1] Based on information from the Indiana State Department of Health and the Indiana Association for Home and Hospice Care.

[2] There are 2 agencies that are Medicare-certified only.  They are governed by the Medicare COPs, and can accept every form of payment except Medicaid and Medicaid waiver.

**Appendix M**

**Indiana Counties by Number of Home Health Care Agencies Providing Services in the County, with Type of Licensure and Certification, 2002[1]**

| County | Indiana Rural Designation | Medicare Certified Only[2] | Medicaid Certified Only[2] | Medicare & Medicaid Certified[2] | Licensed | Totals |
|---|---|---|---|---|---|---|
| Adams | R | 0 | 2 | 12 | 6 | 20 |
| Allen | | 0 | 3 | 14 | 9 | 26 |
| Bartholomew | | 0 | 1 | 19 | 8 | 28 |
| Benton | R | 1 | 1 | 7 | 2 | 11 |
| Blackford | R | 0 | 2 | 13 | 3 | 18 |
| Boone | | 0 | 1 | 26 | 18 | 45 |
| Brown | R | 0 | 0 | 19 | 7 | 26 |
| Carroll | R | 0 | 1 | 11 | 5 | 17 |
| Cass | | 0 | 1 | 10 | 7 | 18 |
| Clark | | 0 | 2 | 3 | 5 | 10 |
| Clay | | 0 | 2 | 13 | 2 | 17 |
| Clinton | | 0 | 0 | 13 | 7 | 20 |
| Crawford | R | 0 | 2 | 9 | 4 | 15 |
| Daviess | | 0 | 1 | 17 | 3 | 21 |
| Dearborn | | 0 | 0 | 7 | 5 | 12 |
| Decatur | | 0 | 1 | 11 | 6 | 18 |
| DeKalb | | 0 | 3 | 10 | 5 | 18 |
| Delaware | | 0 | 2 | 14 | 5 | 21 |
| Dubois | | 0 | 1 | 11 | 4 | 16 |
| Elkhart | | 1 | 2 | 14 | 4 | 21 |
| Fayette | | 0 | 1 | 9 | 2 | 12 |
| Floyd | | 0 | 2 | 4 | 4 | 10 |
| Fountain | R | 0 | 1 | 8 | 1 | 10 |
| Franklin | R | 0 | 1 | 6 | 3 | 10 |
| Fulton | R | 1 | 1 | 10 | 6 | 18 |
| Gibson | R | 0 | 1 | 14 | 5 | 20 |
| Grant | | 0 | 2 | 19 | 5 | 26 |
| Greene | R | 0 | 2 | 20 | 2 | 24 |
| Hamilton | | 0 | 2 | 30 | 19 | 51 |
| Hancock | | 0 | 2 | 29 | 13 | 44 |
| Harrison | | 0 | 2 | 5 | 5 | 12 |
| Hendricks | | 0 | 2 | 33 | 14 | 49 |
| Henry | | 0 | 1 | 18 | 5 | 24 |
| Howard | | 0 | 1 | 15 | 7 | 23 |
| Huntington | | 0 | 2 | 12 | 6 | 20 |
| Jackson | | 0 | 2 | 8 | 5 | 15 |
| Jasper | R | 1 | 1 | 21 | 4 | 27 |
| Jay | R | 0 | 1 | 10 | 3 | 14 |
| Jefferson | | 0 | 1 | 8 | 6 | 15 |
| Jennings | R | 0 | 1 | 9 | 6 | 16 |
| Johnson | | 0 | 1 | 32 | 15 | 48 |
| Knox | | 0 | 1 | 16 | 5 | 22 |
| Kosciusko | | 1 | 2 | 14 | 7 | 24 |
| LaGrange | R | 1 | 2 | 11 | 5 | 19 |
| Lake | | 0 | 1 | 33 | 7 | 41 |
| LaPorte | | 1 | 1 | 25 | 5 | 32 |
| Lawrence | | 0 | 1 | 12 | 3 | 16 |
| Madison | | 0 | 2 | 25 | 10 | 37 |
| Marion | | 0 | 2 | 34 | 20 | 56 |

[1] Based on data from Indiana State Department of Health.

[2] Agency must be licensed also.  See Appendix L for further details.

# Report of the Governor's Commission on Long Term Caregivers

## Appendix M

## Indiana Counties by Number of Home Health Care Agencies Providing Services in the County, with Type of Licensure and Certification, 2002[1]

| County | Indiana Rural Designation | Medicare Certified Only[2] | Medicaid Certified Only[2] | Medicare & Medicaid Certified[2] | Licensed | Totals |
|---|---|---|---|---|---|---|
| Marshall | R | 1 | 1 | 14 | 7 | 23 |
| Martin | R | 0 | 1 | 13 | 2 | 16 |
| Miami | | 0 | 0 | 12 | 5 | 17 |
| Monroe | | 0 | 2 | 19 | 5 | 26 |
| Montgomery | | 0 | 1 | 10 | 5 | 16 |
| Morgan | | 0 | 2 | 30 | 10 | 42 |
| Newton | R | 0 | 1 | 11 | 1 | 13 |
| Noble | R | 1 | 3 | 10 | 6 | 20 |
| Ohio | R | 0 | 1 | 4 | 4 | 9 |
| Orange | R | 0 | 1 | 14 | 1 | 16 |
| Owen | R | 0 | 2 | 19 | 0 | 21 |
| Parke | R | 0 | 1 | 10 | 2 | 13 |
| Perry | R | 0 | 1 | 7 | 5 | 13 |
| Pike | R | 0 | 0 | 13 | 5 | 18 |
| Porter | | 0 | 1 | 32 | 7 | 40 |
| Posey | | 0 | 1 | 8 | 5 | 14 |
| Pulaski | R | 0 | 1 | 13 | 4 | 18 |
| Putnam | R | 0 | 1 | 15 | 4 | 20 |
| Randolph | R | 0 | 0 | 9 | 2 | 11 |
| Ripley | R | 0 | 2 | 10 | 5 | 17 |
| Rush | R | 0 | 1 | 13 | 2 | 16 |
| St. Joseph | | 1 | 2 | 15 | 6 | 24 |
| Scott | R | 0 | 3 | 7 | 6 | 16 |
| Shelby | | 0 | 1 | 29 | 10 | 40 |
| Spencer | R | 0 | 1 | 11 | 5 | 17 |
| Starke | R | 0 | 1 | 13 | 4 | 18 |
| Steuben | R | 0 | 2 | 8 | 3 | 13 |
| Sullivan | R | 0 | 2 | 10 | 2 | 14 |
| Switzerland | R | 0 | 1 | 5 | 5 | 11 |
| Tippecanoe | | 1 | 1 | 9 | 4 | 15 |
| Tipton | | 0 | 0 | 15 | 6 | 21 |
| Union | R | 0 | 1 | 7 | 1 | 9 |
| Vanderburgh | | 0 | 2 | 11 | 5 | 18 |
| Vermillion | R | 0 | 2 | 10 | 2 | 14 |
| Vigo | | 0 | 2 | 10 | 2 | 14 |
| Wabash | | 0 | 1 | 9 | 5 | 15 |
| Warren | R | 0 | 1 | 8 | 1 | 10 |
| Warrick | | 0 | 2 | 12 | 5 | 19 |
| Washington | R | 0 | 2 | 8 | 5 | 15 |
| Wayne | | 0 | 1 | 9 | 2 | 12 |
| Wells | R | 0 | 2 | 12 | 6 | 20 |
| White | R | 1 | 1 | 11 | 4 | 17 |
| Whitley | | 0 | 2 | 9 | 6 | 17 |

[1] Based on data from Indiana State Department of Health.

[2] Agency must be licensed also.  See Appendix L for further details.

# Report of the Governor's Commission on Long Term Caregivers

## Appendix N, Table 1

## Certified Nurse Aides (CNA) in Indiana:  Estimated Numbers, Distribution and Wages

| | Nursing Aides, Orderlies and Attendants BLS Est. # | BLS 2000 Average Wage/Hr[1] | BLS 2000 Annual Average Wage[1] | BLS 2000 Median Wage[1] | BLS 2000 Ann. Median Wage[2] | 2002 Poverty Level- Family of 3[3] | 2002 Poverty Level- Family of 4[3] | 1998 Self-Sufficiency Hrly Wage- 1 Adult, 2 Children[4] | 1998 Self-Sufficiency Ann. Wage- 1 Adult, 2 Children[4] | 1998 PER ADULT Self-Sufficiency Hrly Wage, 2 Adults, 2 Children[4] | 1998 PER ADULT Annual Self-Sufficiency Wage, 2 Adults, 2 Children[4] |
|---|---|---|---|---|---|---|---|---|---|---|---|
| National | 1,273,460 | $9.18 | $19,100 | $8.89 | $18,500 | $15,020 | $18,100 | | | | |
| Indiana | 28,450 | $9.26 | $19,260 | $9.14 | $19,011 | $15,020 | $18,100 | | | | |
| Bloomington MSA | 230 | $9.26 | $19,270 | $9.30 | $19,344 | $15,020 | $18,100 | $15.92 | $33,114 | $9.20 | $19,136 |
| Cincinnati MSA | 10,020 | $9.67 | $20,120 | $9.69 | $20,155 | $15,020 | $18,100 | $13.15 | $27,352 | $7.96 | $16,557 |
| Elkhart-Goshen MSA | 600 | $9.77 | $20,320 | $9.89 | $20,571 | $15,020 | $18,100 | $13.43 | $27,934 | $7.98 | $16,598 |
| Evansville-Henderson MSA | 1,630 | $8.78 | $18,260 | $8.65 | $17,992 | $15,020 | $18,100 | $11.64 | $24,211 | $7.36 | $15,309 |
| Fort Wayne MSA | 3,040 | $9.50 | $19,770 | $9.64 | $20,051 | $15,020 | $18,100 | $12.28 | $25,542 | $7.61 | $15,829 |
| Gary MSA | 2,590 | $8.62 | $17,940 | $8.46 | $17,597 | $15,020 | $18,100 | $15.01 | $31,221 | $8.74 | $18,179 |
| Indianapolis MSA | 7,280 | $10.02 | $20,850 | $10.00 | $20,800 | $15,020 | $18,100 | $13.95 | $29,016 | $8.30 | $17,264 |
| Kokomo MSA | 240 | $8.65 | $17,980 | $8.52 | $17,722 | $15,020 | $18,100 | $13.15 | $27,352 | $7.93 | $16,494 |
| Lafayette MSA | 950 | $11.48 | $23,880 | $11.08 | $23,046 | $15,020 | $18,100 | $13.40 | $27,872 | $8.02 | $16,682 |
| Louisville MSA | 5,450 | $9.33 | $19,400 | $9.43 | $19,614 | $15,020 | $18,100 | $12.15 | $25,272 | $7.59 | $15,787 |
| Muncie MSA | 280 | $8.91 | $18,540 | $8.68 | $18,054 | $15,020 | $18,100 | $12.93 | $26,894 | $7.90 | $16,432 |
| South Bend MSA | 1,400 | $9.33 | $19,410 | $9.51 | $19,781 | $15,020 | $18,100 | $14.64 | $30,451 | $8.56 | $17,805 |
| Terre Haute MSA | 650 | $8.84 | $18,390 | $7.95 | $16,536 | $15,020 | $18,100 | $11.25 | $23,400 | $7.19 | $14,955 |
| Non-Metro Counties | | | | | | $15,020 | $18,100 | $10.93 | $22,734 | $7.01 | $14,581 |

[1] Bureau of Labor Statistics (BLS), http://stats.bls.gov/oes/2000

[2] BLS annual median wage data was calculated by multiplying hourly median wage by 2,080 hours.

[3] U.S. Department of Health and Human Services (DHHS), 2002 Poverty Level Guidelines, Federal Register, 2/14/02

[4] Indiana Coalition on Housing and Homelessness (ICHHI), The Indiana Self-Sufficiency Standard, 1998.  Data for non-metro counties was calculated by averaging data for all non-metro counties.

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## Appendix N, Table 2

### Home Health Aides in Indiana:  Estimated Numbers, Distribution and Wages

| | Home Health Aide BLS Est. # | BLS 2000 Average Wage/Hr[1] | BLS 2000 Annual Average Wage[1] | BLS 2000 Median Wage[1] | BLS 2000 Ann. Median Wage[2] | 2002 Poverty Level- Family of 3[3] | 2002 Poverty Level- Family of 4[3] | 1998 Self-Sufficiency Hrly Wage- 1 Adult, 2 Children[4] | 1998 Self-Sufficiency Ann. Wage- 1 Adult, 2 Children[4] | 1998 PER ADULT Self-Sufficiency Hrly Wage, 2 Adults, 2 Children[4] | 1998 PER ADULT Annual Self-Sufficiency Wage, 2 Adults, 2 Children[4] |
|---|---|---|---|---|---|---|---|---|---|---|---|
| National | 561,120 | $8.71 | $18,110 | $8.23 | $17,120 | $15,020 | $18,100 | | | | |
| Indiana | 8,800 | $8.50 | $17,680 | $8.54 | $17,763 | $15,020 | $18,100 | | | | |
| Bloomington MSA | 120 | $8.20 | $17,050 | $8.09 | $16,827 | $15,020 | $18,100 | $15.92 | $33,114 | $9.20 | $19,136 |
| Cincinnati MSA | 3510 | $9.18 | $19,090 | $9.18 | $19,094 | $15,020 | $18,100 | $13.15 | $27,352 | $7.96 | $16,557 |
| Elkhart-Goshen MSA | 260 | $9.28 | $19,310 | $9.25 | $19,240 | $15,020 | $18,100 | $13.43 | $27,934 | $7.98 | $16,598 |
| Evansville-Henderson MSA | 330 | $7.52 | $15,650 | $7.53 | $15,662 | $15,020 | $18,100 | $11.64 | $24,211 | $7.36 | $15,309 |
| Fort Wayne MSA | 540 | $9.11 | $18,950 | $9.31 | $19,365 | $15,020 | $18,100 | $12.28 | $25,542 | $7.61 | $15,829 |
| Gary MSA | 630 | $8.38 | $17,440 | $8.42 | $17,514 | $15,020 | $18,100 | $15.01 | $31,221 | $8.74 | $18,179 |
| Indianapolis MSA | 2,550 | $8.20 | $17,060 | $8.15 | $16,952 | $15,020 | $18,100 | $13.95 | $29,016 | $8.30 | $17,264 |
| Kokomo MSA | ? | $9.65 | $20,080 | $9.76 | $20,301 | $15,020 | $18,100 | $13.15 | $27,352 | $7.93 | $16,494 |
| Lafayette MSA | ? | $8.67 | $18,040 | $8.96 | $18,637 | $15,020 | $18,100 | $13.40 | $27,872 | $8.02 | $16,682 |
| Louisville MSA | ? | $8.29 | $17,250 | $7.97 | $16,578 | $15,020 | $18,100 | $12.15 | $25,272 | $7.59 | $15,787 |
| Muncie MSA | 1,370 | $8.50 | $17,680 | $8.70 | $18,096 | $15,020 | $18,100 | $12.93 | $26,894 | $7.90 | $16,432 |
| South Bend MSA | 410 | $9.38 | $19,500 | $9.64 | $20,051 | $15,020 | $18,100 | $14.64 | $30,451 | $8.56 | $17,805 |
| Terre Haute MSA | 240 | $8.06 | $16,750 | $8.07 | $16,786 | $15,020 | $18,100 | $11.25 | $23,400 | $7.19 | $14,955 |
| Non-Metro Counties | | | | | | $15,020 | $18,100 | $10.93 | $22,734 | $7.01 | $14,581 |

[1] Bureau of Labor Statistics (BLS), http://stats.bls.gov/oes/2000

[2] BLS annual median wage data was calculated by multiplying hourly median wage by 2,080 hours.

[3] U.S. Department of Health and Human Services (DHHS), 2002 Poverty Level Guidelines, Federal Register, 2/14/02

[4] Indiana Coalition on Housing and Homelessness (ICHHI), The Indiana Self-Sufficiency Standard, 1998.  Data for non-metro counties was calculated by averaging data for all non-metro counties.

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## Appendix N, Table 3

## Personal Attendants in Indiana:  Estimated Numbers, Distribution, and Wages

| | Personal Attendant BLS Est. # | BLS 2000 Average Wage/Hr[1] | BLS 2000 Annual Average Wage[1] | BLS 2000 Median Wage[1] | BLS 2000 Ann. Median Wage[2] | 2002 Poverty Level- Family of 3[3] | 2002 Poverty Level- Family of 4[3] | 1998 Self- Sufficiency Hrly Wage- 1 Adult, 2 Children[4] | 1998 Self- Sufficiency Ann. Wage- 1 Adult, 2 Children[4] | 1998 PER ADULT Self- Sufficiency Hrly Wage, 2 Adults, 2 Children[4] | 1998 PER ADULT Annual Self- Sufficiency Wage, 2 Adults, 2 Children[4] |
|---|---|---|---|---|---|---|---|---|---|---|---|
| National | 371,280 | $7.67 | $15,960 | $7.50 | $15,600 | $15,020 | $18,100 | | | | |
| Indiana | 6,590 | $8.51 | $17,700 | $8.25 | $17,160 | $15,020 | $18,100 | | | | |
| Bloomington MSA | No data | | | | | $15,020 | $18,100 | $15.92 | $33,114 | $9.20 | $19,136 |
| Cincinnati MSA | 1,290 | $9.03 | $18,780 | $9.19 | $19,115 | $15,020 | $18,100 | $13.15 | $27,352 | $7.96 | $16,557 |
| Elkhart-Goshen MSA | 310 | $9.50 | $19,760 | $9.67 | $20,114 | $15,020 | $18,100 | $13.43 | $27,934 | $7.98 | $16,598 |
| Evansville-Henderson MSA | 230 | $7.81 | $16,240 | $7.83 | $16,286 | $15,020 | $18,100 | $11.64 | $24,211 | $7.36 | $15,309 |
| Fort Wayne MSA | No data | | | | | $15,020 | $18,100 | $12.28 | $25,542 | $7.61 | $15,829 |
| Gary MSA | 250 | $7.78 | $16,170 | $7.84 | $16,307 | $15,020 | $18,100 | $15.01 | $31,221 | $8.74 | $18,179 |
| Indianapolis MSA | 1,190 | $9.97 | $20,730 | $9.04 | $18,803 | $15,020 | $18,100 | $13.95 | $29,016 | $8.30 | $17,264 |
| Kokomo MSA | No data | | | | | $15,020 | $18,100 | $13.15 | $27,352 | $7.93 | $16,494 |
| Lafayette MSA | 340 | $6.91 | $14,370 | $6.93 | $14,414 | $15,020 | $18,100 | $13.40 | $27,872 | $8.02 | $16,682 |
| Louisville MSA | 760 | $7.45 | $15,500 | $7.46 | $15,517 | $15,020 | $18,100 | $12.15 | $25,272 | $7.59 | $15,787 |
| Muncie MSA | No data | | | | | $15,020 | $18,100 | $12.93 | $26,894 | $7.90 | $16,432 |
| South Bend MSA | No data | | | | | $15,020 | $18,100 | $14.64 | $30,451 | $8.56 | $17,805 |
| Terre Haute MSA | 40 | $6.41 | $13,330 | $6.26 | $13,021 | $15,020 | $18,100 | $11.25 | $23,400 | $7.19 | $14,955 |
| Non-Metro Counties | | | | | | $15,020 | $18,100 | $10.93 | $22,734 | $7.01 | $14,581 |

[1] Bureau of Labor Statistics (BLS), http://stats.bls.gov/oes/2000

[2] BLS annual median wage data was calculated by multiplying hourly median wage by 2,080 hours.

[3] U.S. Department of Health and Human Services (DHHS), 2002 Poverty Level Guidelines, Federal Register, 2/14/02

[4] Indiana Coalition on Housing and Homelessness (ICHHI), The Indiana Self-Sufficiency Standard, 1998.  Data for non-metro counties was calculated by averaging data for all non-metro counties.

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## Appendix N, Table 4

### Licensed Practical Nurses (LPNs) in Indiana:  Estimated Numbers, Distribution and Wages

| | LPN BLS Est. # | BLS 2000 Average Wage/Hr[1] | BLS 2000 Annual Average Wage[1] | BLS 2000 Median Wage[1] | BLS 2000 Ann. Median Wage[2] | 2002 Poverty Level-Family of 3[3] | 2002 Poverty Level-Family of 4[3] | 1998 Self-Sufficiency Hrly Wage-1 Adult, 2 Children[4] | 1998 Self-Sufficiency Ann. Wage-1 Adult, 2 Children[4] | 1998 PER ADULT Self-Sufficiency Hrly Wage, 2 Adults, 2 Children[4] | 1998 PER ADULT Annual Self Sufficiency Wage, 2 Adults, 2 Children[4] |
|---|---|---|---|---|---|---|---|---|---|---|---|
| National | 679,470 | $14.65 | $30,470 | $14.15 | $29,440 | $15,020 | $18,100 | | | | |
| Indiana | 18,830 | $14.77 | $30,730 | $14.52 | $30,202 | $15,020 | $18,100 | | | | |
| Bloomington MSA | 260 | $12.94 | $26,920 | $12.73 | $26,478 | $15,020 | $18,100 | $15.92 | $33,114 | $9.20 | $19,136 |
| Cincinnati MSA | 5,860 | $18.04 | $37,520 | $17.06 | $35,485 | $15,020 | $18,100 | $13.15 | $27,352 | $7.96 | $16,557 |
| Elkhart-Goshen MSA | 350 | $15.66 | $32,570 | $15.62 | $32,490 | $15,020 | $18,100 | $13.43 | $27,934 | $7.98 | $16,598 |
| Evansville-Henderson MSA | 1,310 | $13.62 | $28,330 | $13.62 | $28,330 | $15,020 | $18,100 | $11.64 | $24,211 | $7.36 | $15,309 |
| Fort Wayne MSA | 1,680 | $14.58 | $30,330 | $14.81 | $30,805 | $15,020 | $18,100 | $12.28 | $25,542 | $7.61 | $15,829 |
| Gary MSA | 1,150 | $14.12 | $29,360 | $13.72 | $28,538 | $15,020 | $18,100 | $15.01 | $31,221 | $8.74 | $18,179 |
| Indianapolis MSA | 5,140 | $16.87 | $35,090 | $16.29 | $33,883 | $15,020 | $18,100 | $13.95 | $29,016 | $8.30 | $17,264 |
| Kokomo MSA | 230 | $14.11 | $29,340 | $13.91 | $28,933 | $15,020 | $18,100 | $13.15 | $27,352 | $7.93 | $16,494 |
| Lafayette MSA | 430 | $15.79 | $32,850 | $15.16 | $31,533 | $15,020 | $18,100 | $13.40 | $27,872 | $8.02 | $16,682 |
| Louisville MSA | 3,560 | $14.31 | $29,770 | $14.00 | $29,120 | $15,020 | $18,100 | $12.15 | $25,272 | $7.59 | $15,787 |
| Muncie MSA | 680 | $13.69 | $28,470 | $13.83 | $28,766 | $15,020 | $18,100 | $12.93 | $26,894 | $7.90 | $16,432 |
| South Bend MSA | 570 | $14.78 | $30,730 | $14.91 | $31,013 | $15,020 | $18,100 | $14.64 | $30,451 | $8.56 | $17,805 |
| Terre Haute MSA | 620 | $12.26 | $25,510 | $12.20 | $25,376 | $15,020 | $18,100 | $11.25 | $23,400 | $7.19 | $14,955 |
| Non-Metro Counties | | | | | | $15,020 | $18,100 | $10.93 | $22,734 | $7.01 | $14,581 |

[1] Bureau of Labor Statistics (BLS), http://stats.bls.gov/oes/2000

[2] BLS annual median wage data was calculated by multiplying hourly median wage by 2,080 hours.

[3] U.S. Department of Health and Human Services (DHHS), 2002 Poverty Level Guidelines, Federal Register, 2/14/02

[4] Indiana Coalition on Housing and Homelessness (ICHHI), The Indiana Self-Sufficiency Standard, 1998.  Data for non-metro counties was calculated by averaging data for all non-metro counties.

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## Appendix O

### Summary Table of State Actions to Address Supply and Retention of CNAs and Other Direct Care Workers, 2002[1]

| ACTION | # AND % OF STATES RESPONDING YES | STATES |
|---|---|---|
| **Wages and Benefits** | | |
| ● Wage Passthrough | 19 (38%) | AR, AZ, CA, CO, FL, IL, KS, MA, ME, MI, MN, MO, MT, OK, RI, SC, VA, WI, WY |
| ● Rate Increases | 20 (40%) | CT, GA, IA, LA, MD, ME, MO, MN, MT, NC, ND, NH, NJ, NM, OK, OR, RI, SC, TX, WA |
| ● Shift Differentials | 3 (6%) | NJ, PA, RI |
| ● Living Wage Initiatives | 1 (2%) | NM |
| ● Health Insurance for Direct Care Workers | 2 (4%) | HI, MN |
| ● Provide Information or Access to Existing State Health Insurance (e.g. SCHIP) | 8 (16%) | MN, NC, NY, NJ, PA, RI, VT, WI |
| ● Bonuses, Childcare Assistance, Transportation Assistance | 2 (4%) | PA, TX |
| ● Increase in Benefits Package | 5 (10%) | FL, ND, NY, TX, WA |
| **Training and Related Initiatives** | | |
| ● New Job Category | 3 (6%) | ME, NC, WI |
| ● Expanded Scope of Duties | 3 (6%) | GA, MO, NV |
| ● Medication Aide | 5 (10%) | ME, NC, NJ, OR, WI |
| ● Increase in Professional Competency, Continuing Education and Training | 13 (26%) | GA, MA, ME, MI, MN, MT, NY, NH, PA, RI, VA, WI, WA |
| ● Career Ladder | 8 (16%) | IA, MA, MI, MS, ND, OK, UT, VA |
| ● Scholarships, Grants, Loan Forgiveness | 7 (14%) | AR, MA, MN, ND, NV, PA, VA |
| ● Recruitment Welfare to Work Recipients | 4 (8%) | AR, MT, NH, SC |
| **Task Forces, Work Groups, Commissions** | | |
| ● Formed a Task Force | 35 (70%) | AK, AR, AZ, CO, CT, DE, FL, GA, IA, KS, KY, MA, MD, MI, MO, MN, MT, NC, ND, NE, NH, NM, NV, OH, OK, OR, PA, RI, SC, TX, VA, VT, WI, WA, WY |
| ● Issued Report | 17 (34%) | AR, AZ, DE, FL, GA, IA, MI, MN, NJ, NC, PA, RI, SC, VT, WI, WA, WY |
| **Staffing Ratios** | | |
| ● Minimum Staffing Standards | 35 (70%) | AK, AR, CA, CO, CT, DE, FL, GA, HI, IA, ID, IL, KS, LA, MA, MD, ME, MI, MN, MS, MT, NC, NJ, NV, OK, OH, OR, PA, SC, TN, TX, WV, WI, WA, WY |
| ● Follows Federal Staffing Standard | 9 (18%) | AL, AZ, MO, ND, NE, NY, SD, VA, VT |
| **Systems Change Grants--Workforce Initiatives** | | |
| ● State has Systems Change Grant (Workforce Initiative) | 16 (32%) | AK, AR, CT, GA, KY, MD, MI, MN, NC, NH, NJ, NV, RI, WA, WI, WV |
| **Other Initiatives** | | |
| ● Recognition Programs | 6 (12%) | IA, MI, NH, PA, SC, WI |
| ● Data Collection | 6 (12%) | GA, IA, KS, NC, TX, VA |
| ● Quality of Life Initiatives | 4 (8%) | CO, IA, OK, WV |

[1] Adapted from Paraprofessional Healthcare Institute and NC Dept. of Health and Human Services, Office of Long Term Care, "Results of the 2002 National Survey of State Initiatives on the Long Term Care Direct Care Workforce, June 2002," Table 4.